

**EDUCATION LABOUR RELATIONS COUNCIL**  
**Established in terms of the LRA of 1995 as amended**  
**FETC BARGAINING UNIT**

The GS hereby certifies that this  
Collective Agreement was ratified  
by Council on this date

2013 -03- 07



**elrc**

EDUCATION LABOUR  
RELATIONS COUNCIL

**COLLECTIVE AGREEMENT  
NO. 2 OF 2013**

**13 FEBRUARY 2013**

**PERMANENT APPOINTMENT OF SERVING  
TEMPORARY AND CONTRACT LECTURERS WHO HAVE  
BEEN IN THE EMPLOY OF FURTHER EDUCATION AND  
TRAINING COLLEGES FOR A PERIOD OF 12 MONTHS  
OR LONGER**

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FETCBU Collective Agreement 2 of 2013:  
Permanent Appointment of Serving Temporary and Contract Lecturers who have been in the  
employ of Further Education and Training Colleges for a period of 12 months



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**PERMANENT APPOINTMENT OF SERVING TEMPORARY AND CONTRACT LECTURERS WHO HAVE BEEN IN THE EMPLOY OF FURTHER EDUCATION AND TRAINING COLLEGES FOR A PERIOD OF 12 MONTHS OR LONGER**

**1. PURPOSE OF THIS AGREEMENT**

The purpose of this agreement is to effect, within the approved post establishment of the College, the permanent appointment of serving temporary and contract lecturers who have been employed in the College establishment for a period of 12 months or more on a continuous basis.

*Continuous service* shall mean – the current unbroken or broken service within the College as a lecturer provided that, any broken service was of 120 calendar days or less.

**2. SCOPE OF THIS AGREEMENT**

This agreement applies to and binds:

- 2.1 The FETCEO as the employer;
- 2.2 All lecturers as defined in terms of FETC Act 16 of 2006 whether such lecturers are members of trade union parties to this agreement or not;
- 2.3 All employee parties who are party to the FETCBU.

**3. PARTIES TO COUNCIL NOTE AS FOLLOWS:**

- 3.1 The need to effect the permanent appointment of temporary and contract lecturers who have been employed in the College establishment for a period of 12 months or more on a continuous basis in an effort to promote security of employment for lecturers.
- 3.2 Such lecturers provide invaluable service to the employer in delivering curriculum.

**4. THE PARTIES TO THE COUNCIL THEREFORE AGREE AS FOLLOWS:**

- 4.1 Temporary or contract lecturers who have been employed on a continuous basis in the college establishment for a period of 12 months or more and are currently in a vacant funded substantive post will be made permanent.

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Handwritten signatures and initials.

4.2 The permanent employment of the lecturer(s) referred to in Clause 4.1 above shall be dependent on him/her meeting the minimum requirements of the post(s) to which he/she shall be employed permanently.

4.3 The post(s), in which the lecturer(s) referred to in 4.1 above has/have been attached to, shall not be subjected to the normal recruitment and selection policy of the College.

**5. DATE OF IMPLEMENTATION**

5.1 This agreement shall be implemented on the day of ratification by Council.

**6. INTERPRETATION AND APPLICATION**

6.1 In the event of any conflict between the provisions of this Agreement and any other agreement of the FETCBU or Policy of the college, the provisions of this agreement shall take precedence.

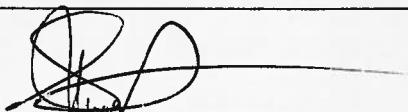
6.2 No amendments to this agreement shall be of force or effect unless reduced to writing and agreed upon by parties to the FETCBU as a Resolution of FETCBU.

**7. DISPUTE RESOLUTION**

7.1 Any dispute about the interpretation or application of this Agreement shall be resolved in terms of the dispute resolution procedure of the ELRC.

**THIS DONE AND SIGNED AT CENTURION THIS THE 13<sup>TH</sup> DAY OF FEBRUARY 2013**



**ON BEHALF OF FETCEO AS THE EMPLOYER**

EMPLOYERS	NAME	SIGNATURE
FETCEO	MASULUKE MIKE	

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2013 -03- 07

**ON BEHALF OF THE EMPLOYEE PARTIES**

TRADE UNION	NAME	SIGNATURE
CTU "SADTU"	M. Mahleke	
CTU "ATU"	H. Hendricks	

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